

GOVERNMENT OF WEST BENGAL

Office of the Principal



JHARGRAM RAJ COLLEGE

JHARGRAM, WEST BENGAL - 721507

Ph: +91 3221 255022, 258700 (Fax)

Website: <https://jrc.ac.in>

Undertaking on Zero Tolerance Policies for Ragging and Sexual Harassment

- **Purpose**

This undertaking sets forth the policies and procedures for maintaining a safe, respectful, and inclusive environment free from ragging and sexual harassment within Jhargram Raj College.

- **Scope**

This policy applies to all members of Jhargram Raj College, including but not limited to students, faculty, staff, contractors, and visitors.

- **Definitions**

- **Ragging:** Any act of physical or mental abuse, bullying, or harassment of individuals, often involving senior members targeting junior members.

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Principal (W.B.S.E.S)
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- **Sexual Harassment:** Any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
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- **Zero Tolerance Policy**

Jhargram Raj College adopts a zero-tolerance stance towards ragging and sexual harassment. Any such actions will result in immediate disciplinary measures, which may include suspension, expulsion, termination of employment, or legal action.
- **Responsibilities**
 - **Students:** Must refrain from engaging in or condoning any form of ragging or sexual harassment.
 - **Faculty and Staff:** Must model appropriate behaviour, actively prevent and respond to incidents, and support affected individuals.
 - **Administration:** Must enforce policies, conduct regular training, and provide resources for prevention and support.
- **Reporting and Response**
 - **Reporting:** Incidents of ragging or sexual harassment can be reported to reported via email or direct contact.

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- **Confidentiality:** All reports will be handled with strict confidentiality to protect the privacy of the individuals involved.
- **Investigation:** The [designated authority/body] will promptly and thoroughly investigate all reports and take appropriate action based on the findings.
- **Support:** Support services, including counselling and medical assistance, will be provided to affected individuals
- **Consequences of Violations**

Any member found to have engaged in ragging or sexual harassment will face disciplinary action. This may include but is not limited to:

- Verbal or written warnings
- Mandatory counselling
- Suspension or expulsion (for students)
- Termination of employment (for staff/faculty)
- Legal action

- **Monitoring and Review**

The Internal Complaints Cell will regularly monitor the implementation of this policy and review it annually to ensure its effectiveness and relevance.

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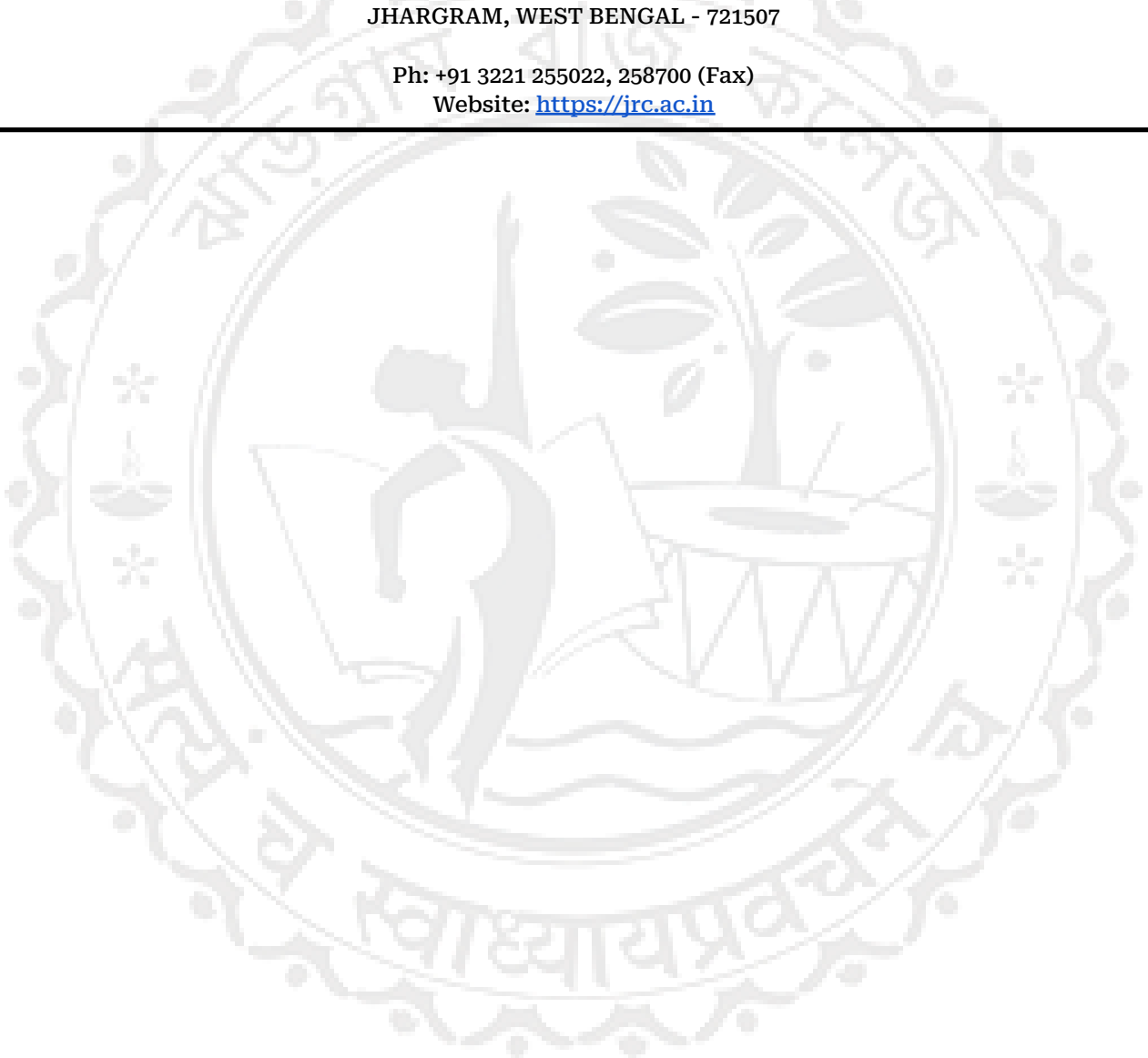


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